**State of Alabama**
**Personnel Department**
**64 North Union Street**
**P. O. Box 304100**
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**Phone: (334) 242-3389**
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www.personnel.alabama.gov

Continuous Announcement

## PROGRAMMER ANALYST, SENIOR - 10518
## GEOGRAPHIC INFORMATION SYSTEMS - 484

**Salary:** $64,077.60  -  $97,766.40
**Announcement Date:** October 21, 2009
**Revised Date:** October 12, 2011

### JOB INFORMATION

The Programmer Analyst, Senior (GIS Option) is a position used by various agencies throughout the state. This is supervisory and highly technical professional level work performing highly complex geographic and geospatial programming and systems analysis work.  Employees in this class are responsible for supervising a group of subordinate IT/GIS personnel engaged in systems application design and modification and managing the design, development, and implementation of applications systems integration solutions that span multiple environments. Work at this level requires full proficiency in GIS software tools and supervisory skills.

### MINIMUM REQUIREMENTS

• Current permanent Merit system status as a Programmer Analyst including the required experience below (for the promotional register only).
• A four-year degree from an accredited* college or university with a minimum of **5 courses** in Geographic Information Systems (GIS) or Information Technology (IT), two **(2)** of which must be programming courses plus six **(6)** years of computer programming experience in **Geographic Information Systems (GIS)** utilizing high level languages to manipulate databases or files and produce outputs and reports including three **(3)** years of experience in **GIS** system analysis, defining system requirements, writing system specifications, and designing **GIS** computer systems.**

### NOTES

• College credit above the minimum may be substituted for the required general computer programming experience on a year-for-year basis (e.g., one year of education equals one year of experience) but **NOT** for the specialized analysis and design experience.
• Additional experience above the minimum may be substituted for the required degree on a year-for-year basis.
• *See reverse side of announcement for more detail regarding substitution and policy for accepting post-secondary and advanced degrees.*
• **Computer Aided Design (CAD) experience is not acceptable.

### ADDITIONAL REQUIREMENTS

• If you would like for your education to be considered, you must submit an **official** college transcript for each accredited* postsecondary academic institution attended. Original transcripts issued to students will be accepted. Photocopies of transcripts, and or information obtained from the internet will NOT be accepted. Applicants who submit an official transcript beginning October 12, 2011, will no longer be required to send additional copies each time they apply.

### EXAMINATION

• **Open-Competitive** to all applicants and **Promotional** to current state employees in the classification identified above
• An evaluation of **Training and Experience** as shown on application will comprise 100% of the final score for the open-competitive register and 95% of the final score for the promotional register. The remaining 5% of the promotional score will be based on the average of the applicant's service ratings for the last three years.

### HOW TO APPLY

• Complete an Application for Examination Form available at *www.personnel.alabama.gov* , the above address, or any Alabama Career Center Office
• Apply on-line*, by mail, or by fax.  *Applications will be accepted until further notice.*

*Veteran's credits are NOT allowed on promotional examinations.*

**THE STATE OF ALABAMA IS AN EQUAL OPPORTUNITY EMPLOYER**

Except for pretest information provided by State Personnel to all applicants, you should not directly or indirectly obtain information about examinations. If you do, the State Personnel Director may do several things. One, you may not be given an examination. Two, you may be disqualified after an examination. Three, your name may be removed from a register. Or four, your name may not be certified from the register. (Rules of the State Personnel Board, Chapter 670-x-9). According to the Code of Alabama, 36-26-47, a willful violation of exam security is a misdemeanor. Any person who is convicted of this type of misdemeanor will not get a state job. If they are officers or employees of the state, they will be required to forfeit their office or position for five years.

If you know of anyone who has violated this policy, you should contact the Examination Manager at the State Personnel Department.


**\*State of Alabama Personnel Department Policy on Accepting College Coursework, Post-Secondary and Advanced Degrees**

1.      Specific college coursework required for a job, as well as Bachelor's, graduate, post graduate, and doctoral degrees will be accepted from the schools accredited by any of the six regional accreditation associations in the United States.  These associations are listed below.

- Southern Association of Colleges and Schools (SACS)
- Middle States Association of Colleges and Schools (MSA)
- Northwest Commission on Colleges and Universities (NWCCU)
- North Central Association of Colleges and Schools – The  Higher Learning Commission (NCA-HLC)
- New England Association of Schools and Colleges – Commission on Institutions of Higher Education (NEASC-CIHE)
- Western Association of Schools and Colleges – Accrediting Commission for Senior Colleges and Universities (WASC-ACSCU)

2.      Coursework or degrees from schools that have not been accredited by a regional accreditation association will be accepted if a regionally accredited school considers the coursework or degree to be an acceptable prerequisite for admission to an advanced degree program.  For example, if a regionally accredited school accepts an applicant's bachelor's degree for admittance into a graduate degree program, State Personnel will accept the degree.  In the case of required college coursework (but no degree requirement), State Personnel will accept the college coursework if a regionally accredited school accepts the coursework towards a post-secondary degree (e.g., a bachelor's degree). ***This must be documented by a letter of acceptance from the regionally accredited school.***   State Personnel will review such requests on a case-by-case basis.

Note: This policy is subject to change.  Certain state agencies may have additional requirements.
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### *<u>Substitution</u>: Education and Experience Equivalents
(see above for college coursework accreditation policy)

**Applicants may qualify with any one of the following combinations of education and experience:**

**Master's degree in GIS or IT** to include 2 courses in programming <u>plus</u> **5 years** of the required GIS programming experience to include **3 years** of experience in GIS systems analysis/design.

**Bachelor's degree** to include 5 college courses in GIS or IT (15 semester hours or 25 quarter hours) of which 2 courses must be in programming <u>plus</u> **6 years** of the required GIS programming experience to include **3 years** of experience in GIS systems analysis/design.

**Three years** of college coursework (90 semester hours or 135 quarter hours) to include 5 college courses in GIS or IT (15 semester hours or 25 quarter hours) of which 2 courses must be in programming <u>plus</u> **7 years** of the required GIS programming experience to include **3 years** of experience in GIS systems analysis/design.

**Two years** of college coursework (60 semester hours or 90 quarter hours) to include 5 college courses in GIS or IT (15 semester hours or 25 quarter hours) of which 2 courses must be in programming <u>plus</u> **8 years** of the required GIS programming experience to include **3 years** of experience in GIS systems analysis/design.

**One year** of college coursework (30 semester hours or 45 quarter hours) to include 5 college courses in GIS or IT (15 semester hours or 25 quarter hours) of which 2 courses must be in programming <u>plus</u> **9 years** of the required GIS programming experience to include **3 years** of experience in GIS systems analysis/design.

**No** college <u>plus</u> **10 years** of the required GIS programming experience to include **3 years** of experience in GIS systems analysis/design.